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March 31, 2015

TESTIMONY TO THE
HOUSE COMMITTEE ON FINANCE
For Hearing on Wednesday, April 1, 2015
2:00 p.m., Conference Room 308

By

JAMES K. NISHIMOTO
OFFICE OF COLLECTIVE BARGAINING, CHIEF NEGOTIATOR

**Senate Bill Nos. 1076 SD1 HD1; 1077 SD1 HD1; 1078 SD1 HD1; 1079 SD1 HD1;
1080 SD1 HD1; 1081 SD1 HD1; 1082 SD1 HD1; 1083 SD1 HD1; and 1084 SD1 HD1
Making Appropriations for Collective Bargaining Cost Items**

(WRITTEN TESTIMONY ONLY)

CHAIRPERSON LUKE, VICE CHAIR NISHIMOTO AND MEMBERS OF THE HOUSE
COMMITTEE ON FINANCE:

These bills provide fund authorizations and appropriations for collective bargaining cost items for bargaining units (14), (2), (3), (4), (5), (10), (11), (8) and (9) and their excluded counterparts, including the cost of salary adjustments negotiated between the State and the respective bargaining unit representatives for fiscal biennium 2015 – 2017.

The Office of Collective Bargaining (OCB) is **IN SUPPORT** of these bills.

OCB is in favor of these bills continuing to proceed through the legislative process to ensure adequate funding of negotiated cost items.

TESTIMONY BY WESLEY K. MACHIDA
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
STATE OF HAWAII
TO THE HOUSE COMMITTEE ON FINANCE
ON
SENATE BILL NO. 1080, S.D. 1, H.D. 1

April 1, 2015

MAKING APPROPRIATIONS FOR COLLECTIVE BARGAINING COST ITEMS

This measure appropriates and authorizes funds for collective bargaining cost items for salary adjustments, other cost adjustments, and Hawaii Employer-Union Health Benefit Trust costs for public employees represented by the Hawaii Government Employees' Association belonging to Bargaining Unit 5 (teachers) and their excluded counterparts for Fiscal Biennium 2015-17.

Although this unit currently has a contract in place through June 30, 2017, the Department of Budget and Finance supports moving these measures, or a similar one, as negotiations regarding re-opener provisions in the contract are currently in progress and a vehicle bill will be necessary should an agreement be reached prior to the end of the legislative session. It is noted that Senate Bill No. 1080 is an Administration measure.



LATE

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**TESTIMONY BEFORE THE HOUSE
COMMITTEE ON FINANCE**

DATE: APRIL 1, 2015

RE: SB 1080, SD1, HD1 – MAKING APPROPRIATIONS FOR COLLECTIVE
BARGAINING COST ITEMS

PERSON TESTIFYING: WIL OKABE, PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

The Honorable Chair Sylvia Luke, Vice Chair Scott Nishimoto and Members of the Committee:

The Hawaii State Teachers Association (HSTA) **strongly supports SB 1080, SD 1, HD1**, relating to collective bargaining.

HSTA is the exclusive representative of more than 13,500 public and charter school teachers statewide.

To date, HSTA is negotiating with state for an increased compensation package as well as exercising its rights in its clause in the teacher's 2013- 2017 labor contract. The salary study clearly finds that based on other national studies, Hawaii's public school teachers are among the lowest paid teachers in the country. It is a conundrum, as it remains that the disparity worsens with Hawaii's cost of living factored in.

HSTA strongly affirms its collective bargaining process. Further, HSTA believes that salary schedules should provide entry-level salaries and career earning comparable to those of other professions and occupations with similar preparation and responsibilities and be structured to provide compensation levels that encourage classroom teachers to remain in the classroom and in the educational setting. Salaries should be based on preparation, academic degrees, experience, professional growth, responsibilities and full length of service. Salaries should also provide additional compensation for certification from the National Board for Professional Teaching Standards as well as other national certifications that meet rigorous and appropriate qualifying standards.

As HSTA, we believe it is imperative that the state makes a commitment to value professionals who provide quality education to our students. Teachers deserve proper support and compensation so we may continue to attract and retain quality education workforce for the state.

Thank you for the opportunity to testify in **strong support of SB 1080, SD 1, HD1**.